Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

NRCS (and below)

For 4th Quarter 2012 for period ending September 30, 2012

	Comparative Data											
Complaint Activity	Pr	evious	2012Thru09-30									
	2007	2008	2009	2010	2011	2012111ru09-30						
Number of Complaints Filed	58	42	45	26	29	39						
Number of Complainants	53	33	43	25	29	39						
Repeat Filers	4	8	2	1	0	0						

Complaints by Pasis	Comparative Data											
Complaints by Basis	Pro	evious 1										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30						
Race	27	16	15	11	15	20						
Color	10	4	5	1	2	8						
Religion	0	0	1	0	0	2						
Reprisal	26	24	25	13	16	17						
Sex	20	14	12	8	10	20						
PDA	0	0	0	0	0	0						

National Origin	2	3	4	4	2	6
Equal Pay Act	2	0	0	0	0	0
	18	9	17	11	16	17
Age	<u> </u>		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Disability	10	8	6	5	5	8
Genetics	0	0	0	0	0	0
Non-EEO	4	2	3	1	1	2
Complaints by Issue			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30
Appointment/Hire	0	1	0	0	3	0
Assignment of Duties	8	5	6	3	1	7
Awards	2	1	1	0	0	3
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	-					
Demotion	1	1	0	1	0	0
Reprimand	1	4	2	0	2	2
Suspension	1	1	1	1	2	2
Removal	0	0	0	0	0	0
Other	0	0	0	0	1	1
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	5	2	7	3	3	7
Examination/Test	0	1	0	0	0	0
Harassment		1	1	1	1	I
Non-Sexual	20	17	19	6	10	25

Sexual		2	4	0	1	1	0
Medical Examination		0	0	0	0	0	0
Pay (Including Overtime)		1	0	0	0	0	1
Promotion/Non-Selection		21	8	15	8	5	12
Reassignment							
Denied		0	0	0	0	0	0
Directed		3	3	10	1	2	4
Reasonable Accommodat	ion	4	4	1	2	1	4
Reinstatement		0	0	0	0	0	0
Retirement		0	0	0	0	0	0
Termination		3	1	5	2	5	1
Terms/Conditions of Employment		1	0	0	0	4	5
Time and Attendance		2	5	2	0	0	3
Training		0	3	1	0	1	4
Other		23	12	10	5	5	10
			Coi	mpar	ative l	Data	
Processing Time]	Previous	Fiscal	Year	r Data	l	2012Thru09-
	2007	2008	2009) 2	2010	2011	30
Complaints pending during	ng fiscal y	year				ı	
Average number of days in investigation	203.76	174.14	191.3	4 29	97.73	289.57	188.73
Average number of days in final action	280.60	580.17	586.5	9 22	29.43	178.44	341.82
Complaint pending during	g fiscal yo	ear where	e hearir	ng wa	s requ	ested	
Average number of days in investigation	196.31	174.33	189.0	00 37	73.20	362.07	178.88

Note: Complaints can	2007 2008 2009 2010 2011 30									2	2011		30	
Discrimination Rendered by Basis			Pr	evio	us F	'isc	al Y	Zea	r Data	a .		2012	2Thru09-	
Findings of						C	omp	par	ative]	Dat	a			
With Hearing	0	0	1	100	0		0	0	0	0	0	0	0	
Without Hearing	0	0	0	0	1	1	00	1	100	1	100	1	100	
Total Number Findings	0		1		1			1		1		1		
	#	%	#	%	#	9	%	#	%	#	%	#	%	
Actions Finding Discrimination	20	007	2	008	2	200	9	2	010	2	011		30	
Total Final Agency			Pr	eviou	ıs F	isc	al Y	ear	r Data	l		2012	2Thru09-	
						C	omp	ar	ative]	 Dat	a			
Total Complaints Withdr Complainants	awr	by		4	4		1		1		2		0	
Cor	npla	aints	Wi	ithdr	awr	ı b	y C	om]	plaina	nts	3			
Average days pending pr dismissal	ior	to	4	27	28	6	0)	237		51		395	
Total Complaints Dismis Agency	sed	by		3	6		0)	5		1		3	
		2007 2008 2009 2010 2011 30											30	
Complaints Dismisse Agency	Previous Fiscal Year Data 2012Thru09-													
days in final action	<u> </u>		<u> </u>				C	om	ıparat	ive	Data			
Average number of days in final action	54	7.92	8	13.88	3 7	14.	.07	27	73.12	18	88.67	4	17.14	
Average number of days in investigation	20	9.00	1	74.00) 1	92.	.43	27	79.76	22	26.12	2	215.00	
Complaint pending durin	g fi	scal y	ear	whe	re h	ear	ing	wa	s not 1	equ	iested			
Average number of days in final action	3	3.85	1	75.07	7 2	38.	.91	10)5.67	2:	5.00	2	210.00	

be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		1		1		1	
Race	0	0	0	0	0	0	0	0	1	100	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	1	100	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	1	100	1	100	1	100	1	100
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		1		1		1	
Race	0	0	0	0	0	0	0	0	1	100	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	100	1	100	1	100	1	100
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Com	par	ative	Dat	ta		
Findings of	Previous Fiscal Year Data 2012Thru09-											
Discrimination Rendered by Issue	2	007		2008		2009	2	010	2	011		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		1		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	1	100	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action							1	ı				
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	100	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	100	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	100	0	0	0	0	0	0	1	100
Findings After Hearing	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	1	100	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												•
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	100	0	0	0	0	0	0	0	0

- · · · · · · · · · · · · · · · · · · ·	1		I									
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	100	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Total complaints from pr	eviou	105	7	ı	0		0		0			
	·				2008	3 200)9	2010	0 2	2011		30
Pending Complaints I Previous Fiscal Years b			Pre	vious	s Fisc						Thru09-	
Sold Sold Bollied										Data		100
Other - User Defined	0	0	0	0	$\frac{\mid 0 \mid}{\mid 0 \mid}$	0	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	100	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Promotion/Non- Selection	0	0	0	0	1	100	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Where Investigations Exceed Required Time Frames	6	4	8	8	1	6
	2007	2008	2009	2010	2011	30
Complaint Investigations	Pro	evious]	Fiscal Y	Year D	ata	2012Thru09-
			Com	parativ	ve Data	1
Appeal with EEOC Office of Federal Operations	3	3	3	2	2	2
Final Agency Action	36	16	5	4	3	0
Hearing	0	15	14	11	13	22
ROI issued, pending Complainant's action	1	0	0	0	0	0
Investigation	0	0	3	0	1	1
Number complaints pending						
Total Complainants	87	88	57	46	33	41
Fiscal Years						